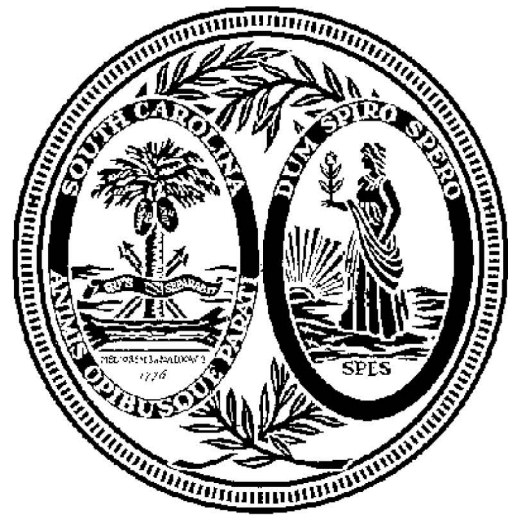


Darlington County Base Labor Market Analysis



South Carolina
Department of
Commerce
Labor Market Information

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EXECUTIVE SUMMARY

Population

Darlington County's population growth has been slower than the state's in recent years.

Future growth is expected to be slower as well.

Darlington County attracts workers mainly from within its borders.

Over 60% of Darlington County's workers live in the county.

Income

Per capita income growth has been the same as for South Carolina.

Darlington County's per capita income was below state and national levels from 1996 to 2006, but has increased at a steady rate.

Darlington County's average wages are above the state's, but there is variance among various industries and occupations.

Education

The number of degrees awarded by area post-secondary institutions has increased.

The greatest increase has been in the areas of business management, health, mechanics and repair, and computer and information sciences.

Occupations

These occupational groups are expected to have faster growth in Darlington County than in the state:

Architecture and engineering, legal, building and grounds cleaning and maintenance, sales and related, and production.

Requirements for Darlington County's workers are expected to grow in the following levels of education and experience:

Long-term on-the-job training, work experience in a related field, and master's degree or higher.

Industry

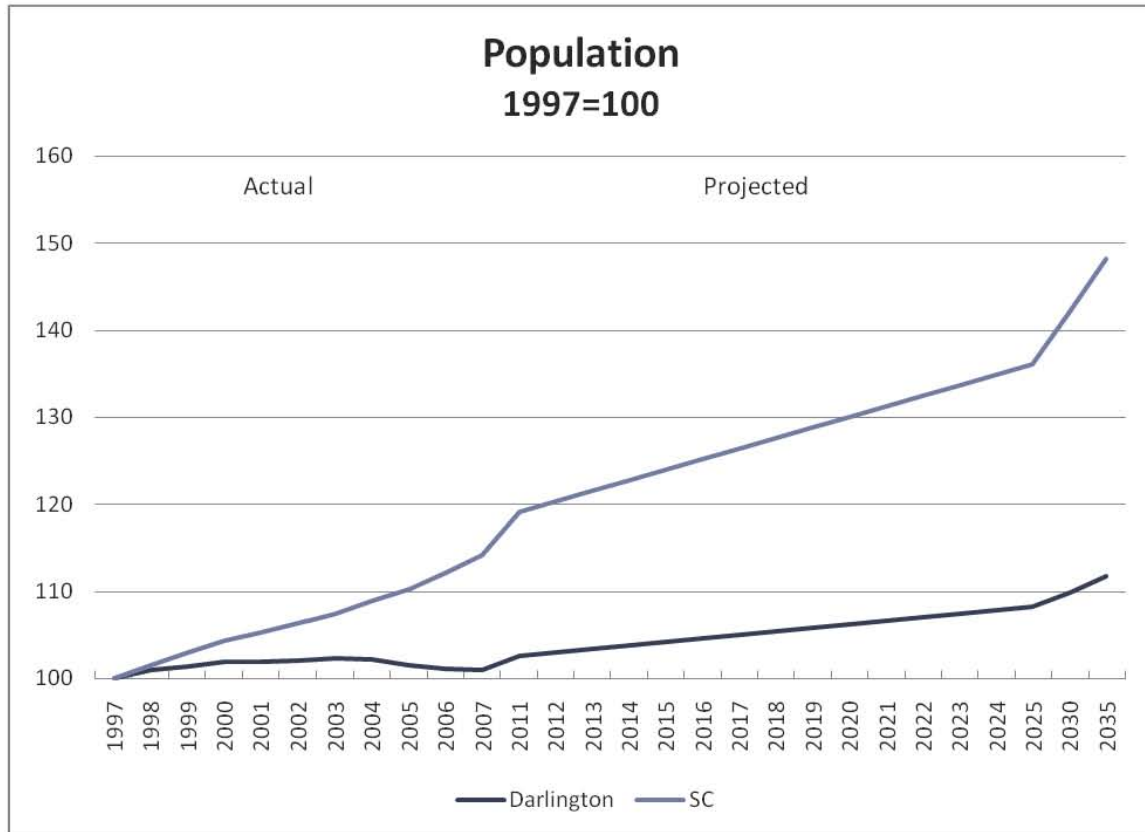
Sectors rated as having high potential in Darlington County are as follows:

Fabricated metal product manufacturing, merchant wholesalers, and truck transportation.

POPULATION

Growth

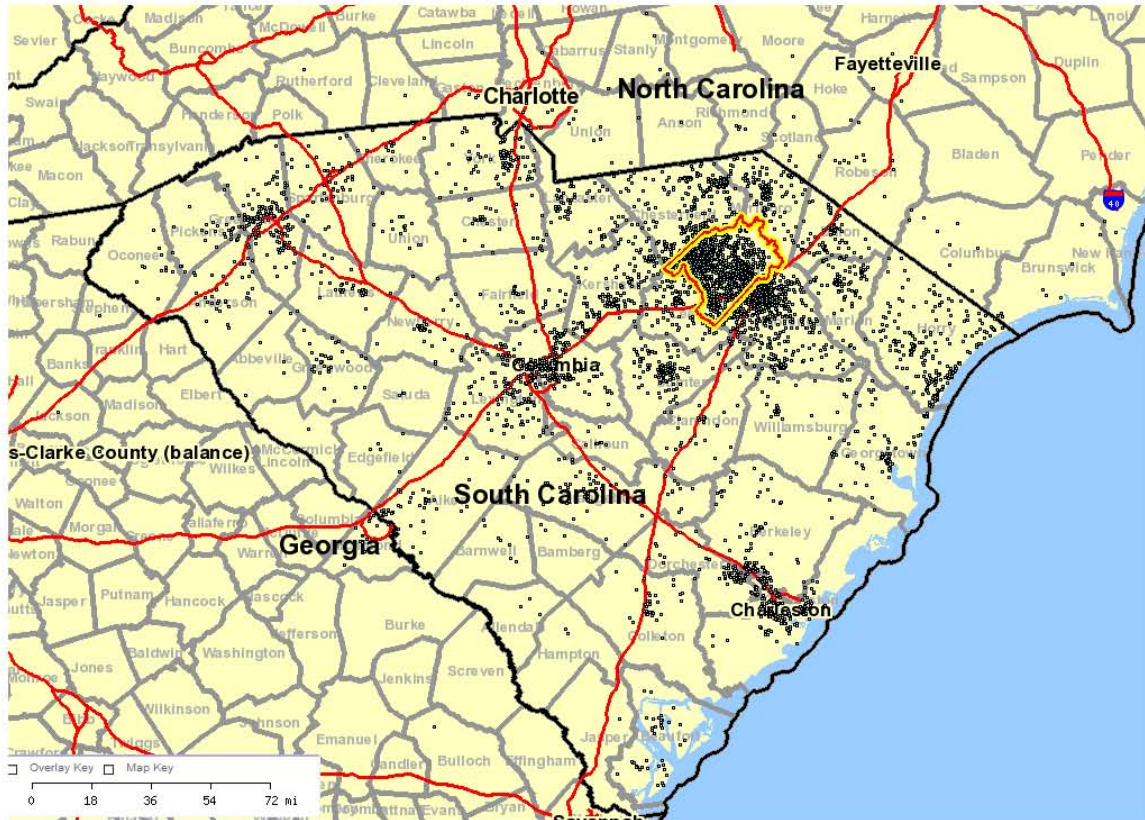
Darlington County's 2007 population was 66,833. The county population has grown by 1% since 1997, compared to 14% for South Carolina. Darlington's future population growth is expected to be slower than the state's.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

LABORSHED

The map below shows where Darlington County workers come from (in 2004, latest available data). As can be seen, Darlington County draws workers mainly from within its borders.



Source: U.S. Census Bureau, Local Employment Dynamics.

Characteristics of Workers

Age of Workers:

30 or younger	20.8%
31 to 54	61.5%
55 or older	17.7%

Earnings of Workers:

\$1,200 per month or less	27.9%
\$1,201 to \$3,400 per month	44.6%
More than \$3,400 per month	27.6%

States Where Workers Live:

South Carolina	97.6%
North Carolina	0.7%
All other locations	1.7%

Counties Where Workers Live:

Darlington, South Carolina	62.0%
Florence, South Carolina	12.2%
Chesterfield, South Carolina	3.9%
Marlboro, South Carolina	1.9%
Kershaw, South Carolina	1.7%
Horry, South Carolina	1.7%
Lee, South Carolina	1.6%
Richland, South Carolina	1.3%
Sumter, South Carolina	1.1%
Greenville, South Carolina	0.8%
All Other Locations	11.6%

Cities Where Workers Live:

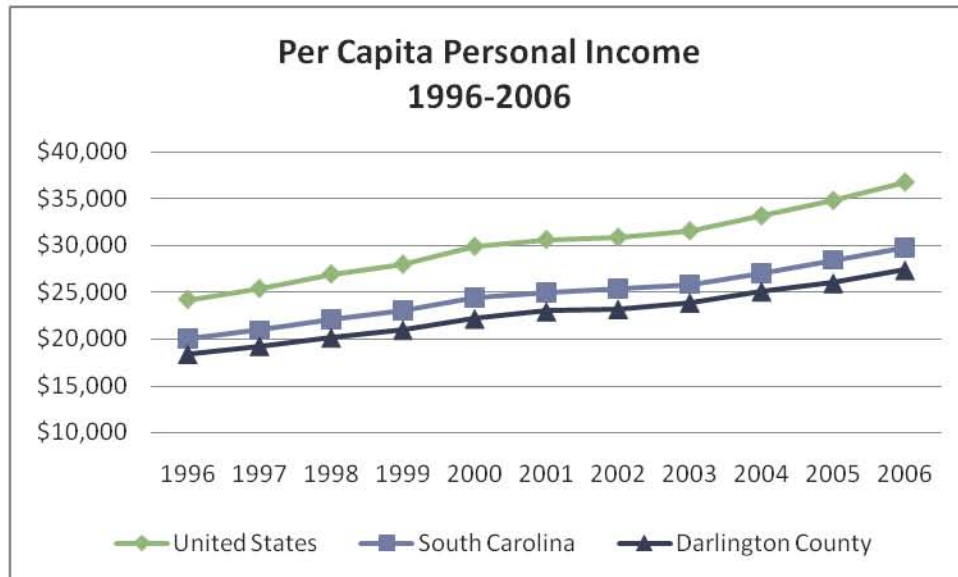
Hartsville, South Carolina	8.0%
Darlington, South Carolina	5.4%
North Hartsville, South Carolina	3.8%
Florence, South Carolina	3.3%
Bennettsville, South Carolina	0.6%
Society Hill, South Carolina	0.5%
Bishopville, South Carolina	0.4%
Columbia, South Carolina	0.3%
Sumter, South Carolina	0.3%
Cheraw, South Carolina	0.3%
All Other Locations	76.9%

Source: U.S. Census Bureau, Local Employment Dynamics.

INCOME

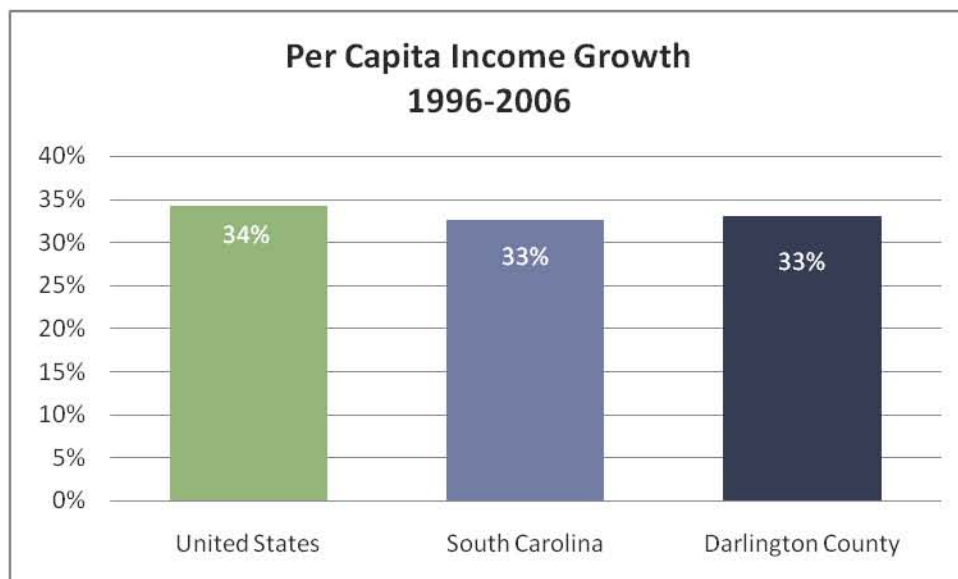
Per Capita Income

Darlington County's per capita income has been just below the state level for the past ten years.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

South Carolina and Darlington County's per capita income growth has been over the 1996-2006 period, slightly lower than U.S. growth. Therefore, neither area has made ground on the U.S. in this key economic indicator.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Wages by Industry

Darlington County's average wages are above those of South Carolina (\$732 vs. \$680 in 2007). Average wages were up 17% in Darlington County over the past five years. All major sectors had growth except for arts, entertainment, and recreation services.

Industry	NAICS Code	2007 Average Weekly Wage	2002 Average Weekly Wage	Change
Total, Private and Government		\$732	\$607	17%
Construction	23	725	566	22
Manufacturing	31-33	1,190	900	24
Wholesale Trade	42	673	594	12
Retail Trade	44-45	379	342	10
Information	51	730	705	3
Finance and Insurance	52	644	573	11
Real Estate and Rental and Leasing	53	392	283	28
Professional and Technical Services	54	658	464	29
Management of Companies and Enterprises	55	519	429	17
Administration & Support & Waste Management & Remediation Services	56	501	342	32
Arts, Entertainment, and Recreation	71	299	327	-9
Accommodation and Food Services	72	217	187	14
Other Services (Except Public Administration)	81	397	329	17
Federal Government		954	790	17
State Government		681	605	11
Local Government		575	523	9

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

Wages by Occupation

Average wages in Darlington County are higher than state averages in the following occupational groups:

- Architecture and engineering
- Life, physical and social science
- Office and administrative support
- Installation, maintenance and repair
- Production
- Transportation and material moving

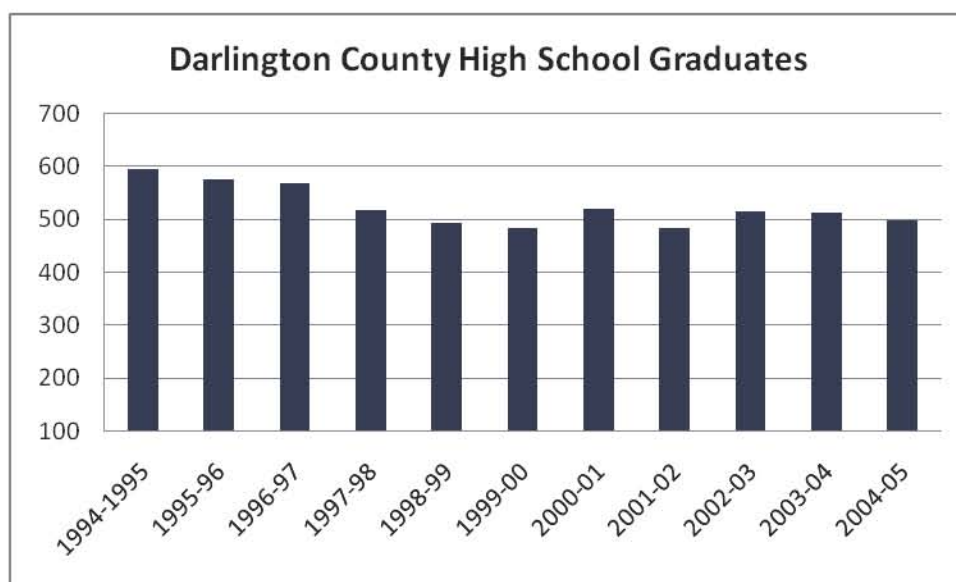
Occupation	2007 Darlington County Median Hourly Wage	2007 SC Median Hourly Wage
Management occupations	\$39.16	\$28.78
Business and financial operations occupations	\$19.15	\$20.28
Computer and mathematical science occupations	\$23.42	\$26.20
Architecture and engineering occupations	\$39.36	\$30.22
Life, physical and social science occupations	\$26.17	\$22.76
Community and social services occupations	\$12.35	\$13.18
Legal occupations	\$19.26	\$30.68
Education, training and library occupations	\$23.02	\$24.42
Arts, design, entertainment, sports and media occupations	\$10.56	\$12.66
Healthcare practitioners and technical occupations	\$27.46	\$30.64
Healthcare support occupations	\$8.28	\$10.55
Protective service occupations	\$13.50	\$13.87
Food preparation and serving related occupations	\$7.55	\$7.90
Building and grounds cleaning and maintenance occupations	\$7.97	\$8.42
Personal care and service occupations	\$6.97	\$8.39
Sales and related occupations	\$12.75	\$13.48
Office and administrative support occupations	\$13.77	\$13.22
Farming, fishing, and forestry occupations	\$11.25	\$13.07
Construction and extraction occupations	\$14.53	\$16.51
Installation, maintenance and repair occupations	\$22.80	\$16.88
Production occupations	\$17.70	\$15.21
Transportation and material moving occupations	\$13.72	\$12.94

Source: *Economic Modeling Specialists, Inc.*

EDUCATION

High School Graduates

From 1995 to 2005 (latest data available), the number of Darlington County students receiving high school diplomas decreased by 96—or 16%. In South Carolina, on the other hand, the number of high school diplomas increased 9% from 1995 to 2005. A total of 498 people received high school diplomas in Darlington County in 2005. Behind the decline in graduates, Darlington County had 175 fewer 12th grade students in 2004-05 than in 1994-95. Also, the number of students not passing the exit exam who received a certificate of completion instead of a diploma increased slightly by 9 (to 47) over the 1995-2005 period.



Source: National Center for Education Statistics.

Higher Education Graduates

Over 1,400 more students graduated from higher educational institutions in the Pee Dee area in 2006 than in 1996, an increase of 23%. The greatest numerical increase was in business management fields.

Program	1996	2006	Change	% Change
Business Management and Administrative Services	910	1,229	319	26%
Health Professions and Related Sciences	1,056	1,332	276	21%
Mechanics and Repairers	142	254	112	44%
Computer and Information Sciences	118	226	108	48%
Construction Trades	77	168	91	54%
Public Administration and Services	65	155	90	58%
Social Sciences and History	259	348	89	26%
Education	513	590	77	13%
Biological Science/Life Sciences	200	276	76	28%
Communications	17	73	56	77%
Liberal Arts and Studies, General Sciences and Humanities	478	530	52	10%
Parks, Recreation, Leisure and Fitness Studies	21	73	52	71%
Visual and Performing Arts	63	102	39	38%
Personal and Miscellaneous Services	48	83	35	42%
Physical Sciences	34	65	31	48%
Foreign Languages and Literatures	3	16	13	81%
Psychology	144	156	12	8%
Precision Production Trades	89	99	10	10%
Law and Legal Studies	35	44	9	20%
Protective Services	225	234	9	4%
Philosophy and Religion	6	11	5	45%
Multi/Interdisciplinary Studies	27	28	1	4%
Engineering-Related Technologies	128	121	-7	-6%
Mathematics	45	24	-21	-88%
Agricultural Business and Production	44	20	-24	-120%
English Language and Literature/Letters	114	83	-31	-37%
Total	4,861	6,340	1,479	23%

Source: National Center for Education Statistics (Integrated Post Secondary Education System).

Data for these schools: Central Carolina Technical College, Coastal Carolina University, Coker College, Florence-Darlington Technical College, Horry-Georgetown Technical College, McLeod Regional Medical Center School of Medical Technology, Morris College, Northeastern Technical College, Richmond Community College (NC), Robeson Community College (NC), South Piedmont Community College (NC), St. Andrews Presbyterian College (NC), University of North Carolina at Pembroke, University of South Carolina-Lancaster, and University of South Carolina-Sumter.

OCCUPATIONS

Occupational Projections

The following occupational groups are projected to grow faster in Darlington County than in the state:

- Architecture and engineering
- Legal
- Building and grounds cleaning and maintenance
- Sales and related
- Production

See **Appendix A** for detailed occupational information.

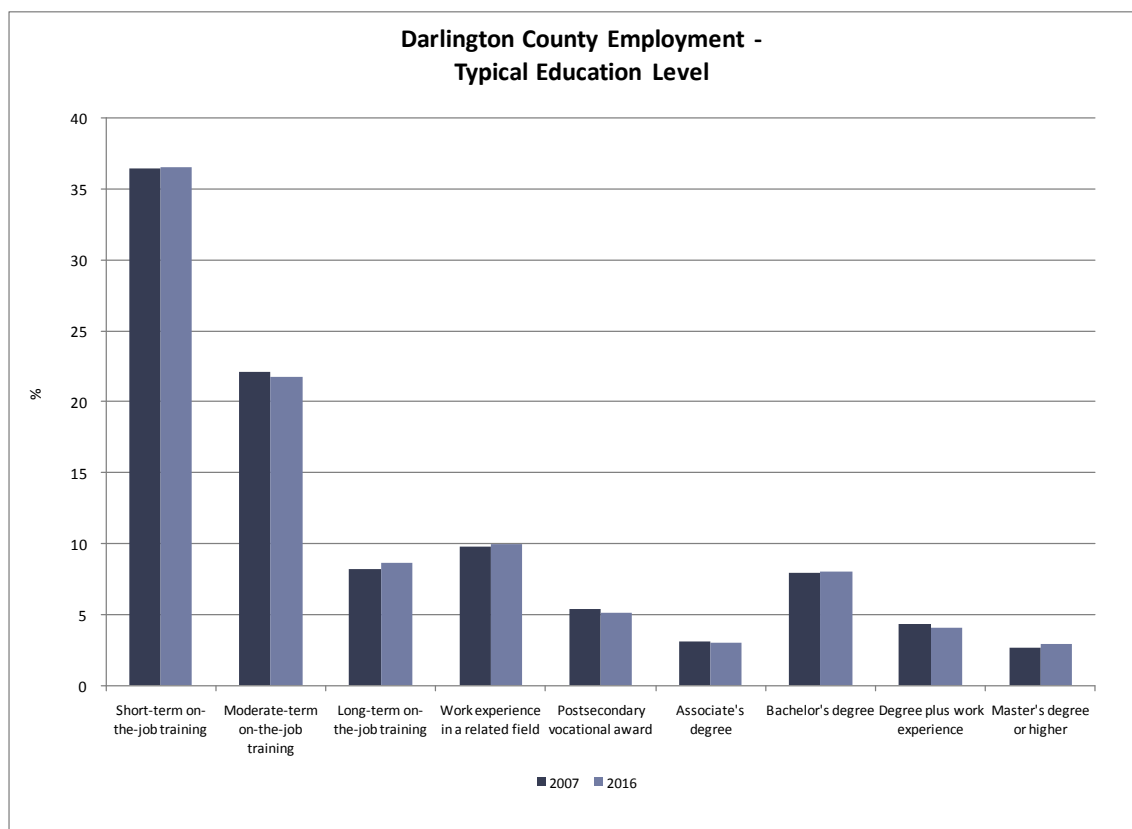
Occupation	2007-2016 Darlington County Projected Growth	2007-2016 SC Projected Growth
Management occupations	13%	17%
Business and financial operations occupations	18	22
Computer and mathematical science occupations	20	23
Architecture and engineering occupations	19	15
Life, physical, and social science occupations	4	15
Community and social services occupations	14	15
Legal occupations	27	21
Education, training, and library occupations	11	16
Arts, design, entertainment, sports and media occupations	6	17
Healthcare practitioners and technical occupations	15	24
Healthcare support occupations	20	25
Protective service occupations	17	18
Food preparation and serving related occupations	3	13
Building and grounds cleaning and maintenance occupations	38	23
Personal care and service occupations	7	7
Sales and related occupations	26	19
Office and administrative support occupations	8	13
Farming, fishing, and forestry occupations	7	16
Construction and extraction occupations	0	19
Installation, maintenance, and repair occupations	14	17
Production occupations	24	10
Transportation and material moving occupations	8	11

Source: *Economic Modeling Specialists, Inc.*

Occupational Education Requirements

The trend for occupational growth shows that, while there will be growth in low-skill jobs (in grounds maintenance, for example), there will also be increasing demands for higher-skilled and more-experienced workers in fields such as engineering and production. Based on employment projections, Darlington County is expected to see growth in requirements for the following levels of education and experience:

- Long-term on-the-job training
- Work experience in a related field
- Master's degree or higher



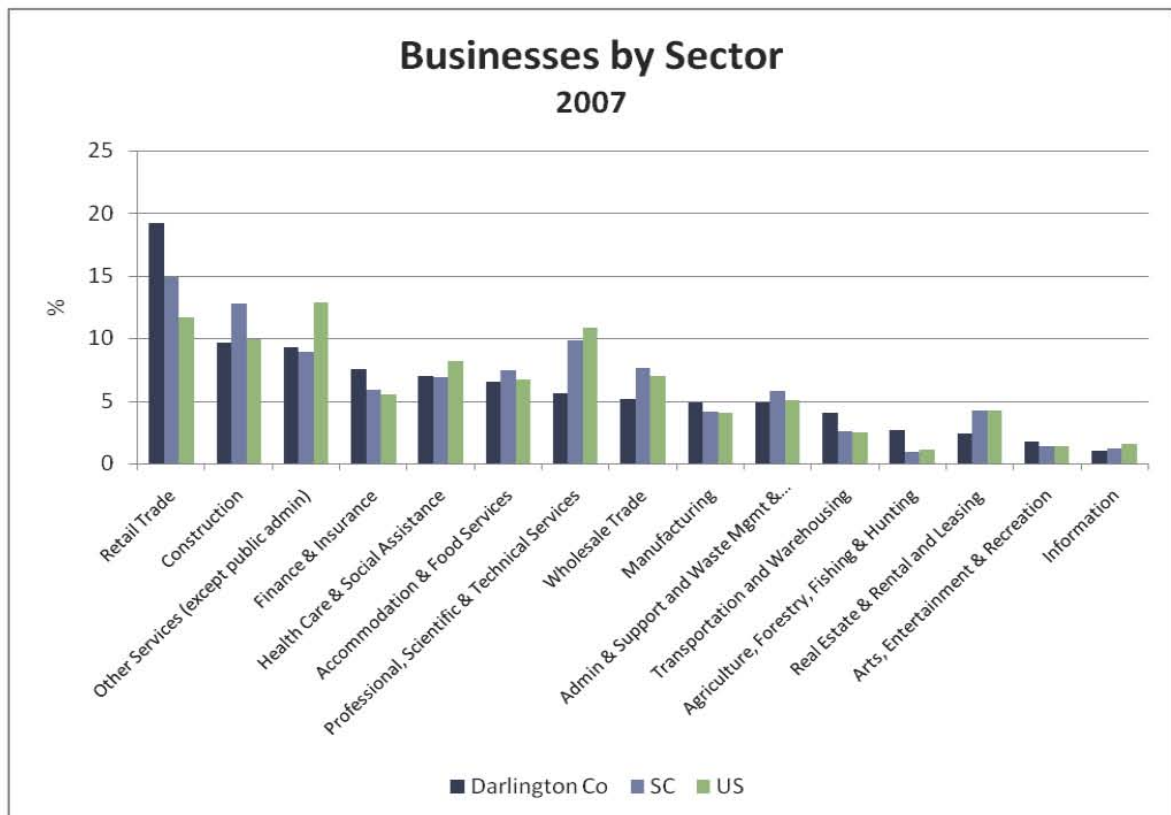
Source: Economic Modeling Specialists, Inc

INDUSTRY

Businesses by Sector

Darlington County had higher percentages of businesses than South Carolina or the nation in the following sectors:

- Retail trade
- Finance and insurance
- Manufacturing
- Transportation and warehousing
- Agriculture, forestry, fishing and hunting
- Arts, entertainment and recreation



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Growth in Number of Businesses

The number of private businesses in Darlington County fell by 15% from 2002 to 2007, compared to a 2% drop for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, Darlington County had higher growth in five industries compared to South Carolina and the U.S. Below is a list of those five industries along with their respective growth rates.

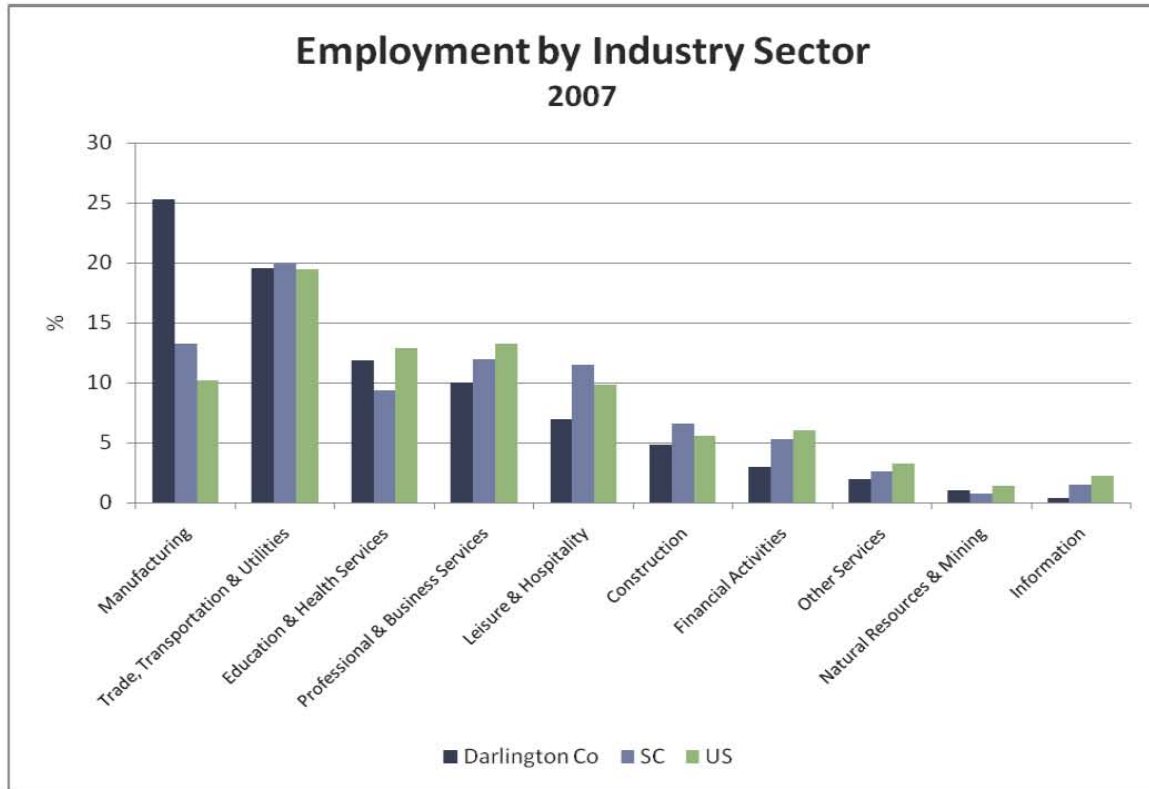
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Darlington Co.	SC	US
Food manufacturing	16.7	-13.3	-3.3
Merchant wholesalers, durable goods	6.3	0.6	-5.6
Merchant wholesalers, nondurable goods	15.8	-5.0	-3.5
Furniture and home furnishings stores	25.0	-11.3	3.8
General merchandise stores	26.7	17.5	13.3

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Employment by Sector

Compared to South Carolina and the United States, Darlington County's employment is much more concentrated in manufacturing. Trade, transportation and utilities is another notable employment sector for Darlington County.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Industry Analysis

Screening Criteria

Industry sectors were rated on six factors:

- | | |
|------------------------------------|---------------------------------|
| • 2002-2007 employment growth | Competitive effect ¹ |
| • 2002-2007 employment growth rate | Average annual wage |
| • Location quotient ² | Projected growth |

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2002-2007 employment growth of 50 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 0% (Did the sector add jobs?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in Darlington County?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than \$38,065 (2007 average for Darlington County) (Does the sector pay wages greater than average for Darlington County?)
- Average or above average projected growth (Is the sector expected to add jobs?)

Industries of Note

Based on these criteria, there is one “six star” sector in Darlington County, fabricated metal product manufacturing. This sector is noteworthy because it typically generates wealth from outside the area. Industry sectors that generate wealth from outside one’s regional area are referred to as the region’s base economy.

The following are “five star” sectors that also meet the base economy criteria:

- Merchant wholesalers, durable goods (has below-average wages)
- Merchant wholesalers, nondurable goods (has a low location quotient)
- Truck transportation (has below-average wages)

Appendix C has information on all factors for all sectors for Darlington County.

¹ *Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in Darlington County after accounting for overall US employment growth and growth/decline in the sector in the US.*

² *Location Quotient: percentage of employment in the sector in Darlington County divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in Darlington County compared to the US; based on 2007 data.*

MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Darlington County's labor market. We hope that it will help in advancing the progress of Darlington County's economic development.

What's been done so far?

This analysis identifies the region's assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region's population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

What's next?

Because local knowledge is required to interpret and apply the findings appropriately, the Darlington Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

1. *What is Darlington's economic base?*

In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). It also propels the local tax base which, in turn, provides support to community services.

2. *What are strategies to assist low-wage citizens in non-base economy jobs?*

Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

3. *What other factors are vital to Darlington and its community?*

Over and above pure economic considerations, what is important to the citizens of the Darlington community? How does Darlington want to be perceived? What quality of life issues affect Darlington? These questions may impact the types of industries desired for the area.

How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

1. Detailed Industry Analysis

For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

2. Detailed Occupational Analysis

At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

3. Identification of Implementable Recommendations

LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.

Appendix A: Occupational Projections for Darlington County

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
11-1011	Chief executives	217	251	34	16	1.19	57.19	Degree plus work experience
11-1021	General and operations managers	341	355	14	4	1.13	37.30	Degree plus work experience
11-1031	Legislators	15	15	0	0	1.42	7.97	Degree plus work experience
11-2021	Marketing managers	16	20	4	25	0.48	30.09	Degree plus work experience
11-2022	Sales managers	39	47	8	21	0.67	37.66	Degree plus work experience
11-3011	Administrative services managers	60	68	8	13	1.49	27.44	Degree plus work experience
11-3021	Computer and information systems managers	17	19	2	12	0.37	33.92	Degree plus work experience
11-3031	Financial managers	69	80	11	16	0.63	36.28	Degree plus work experience
11-3041	Compensation and benefits managers	13	14	1	8	1.50	38.13	Degree plus work experience
11-3051	Industrial production managers	74	87	13	18	2.86	47.09	Work experience in a related field
11-3061	Purchasing managers	16	19	3	19	1.42	33.09	Degree plus work experience
11-3071	Transportation, storage, and distribution managers	16	20	4	25	0.97	34.37	Work experience in a related field
11-9011	Farm, ranch, and other agricultural managers	66	65	-1	-2	1.17	5.86	Degree plus work experience
11-9012	Farmers and ranchers	324	315	-9	-3	1.16	5.86	Long-term on-the-job training
11-9021	Construction managers	109	123	14	13	0.90	15.53	Bachelor's degree
11-9031	Education administrators, preschool and child care center/program	18	16	-2	-11	0.85	7.92	Degree plus work experience
11-9032	Education administrators, elementary and secondary school	37	36	-1	-3	0.75	34.23	Degree plus work experience

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
11-9033	Education administrators, postsecondary	19	19	0	0	0.62	16.69	Degree plus work experience
11-9039	Education administrators, all other	12	11	-1	-8	0.78	15.94	Degree plus work experience
11-9041	Engineering managers	27	31	4	15	0.87	66.87	Degree plus work experience
11-9051	Food service managers	72	96	24	33	0.98	10.86	Work experience in a related field
11-9081	Lodging managers	23	39	16	70	0.99	16.86	Work experience in a related field
11-9111	Medical and health services managers	68	78	10	15	1.37	27.66	Degree plus work experience
11-9141	Property, real estate, and community association managers	98	138	40	41	0.52	7.32	Bachelor's degree
11-9151	Social and community service managers	10	12	2	20	0.42	12.77	Bachelor's degree
11-9199	Managers, all other	222	275	53	24	0.86	134.31	Work experience in a related field
13-1022	Wholesale and retail buyers, except farm products	17	19	2	12	0.61	24.23	Work experience in a related field
13-1023	Purchasing agents, except wholesale, retail, and farm products	46	55	9	20	0.97	26.87	Work experience in a related field
13-1031	Claims adjusters, examiners, and investigators	27	32	5	19	0.53	18.14	Long-term on-the-job training
13-1041	Compliance officers, except agriculture, construction, health and safety, and transportation	10	11	1	10	--	--	Long-term on-the-job training
13-1051	Cost estimators	26	25	-1	-4	0.65	25.83	Work experience in a related field
13-1071	Employment, recruitment, and placement specialists	18	20	2	11	0.54	17.66	Bachelor's degree
13-1072	Compensation, benefits, and job analysis specialists	14	16	2	14	0.70	23.69	Bachelor's degree
13-1073	Training and development specialists	30	37	7	23	0.84	29.52	Bachelor's degree
13-1079	Human resources, training, and labor relations specialists, all other	10	13	3	30	0.28	28.63	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
13-1111	Management analysts	60	78	18	30	0.36	17.24	Degree plus work experience
13-1121	Meeting and convention planners	16	22	6	38	1.13	8.62	Bachelor's degree
13-1199	Business operation specialists, all other	122	151	29	24	0.71	21.58	Bachelor's degree
13-2011	Accountants and auditors	134	149	15	11	0.53	22.34	Bachelor's degree
13-2021	Appraisers and assessors of real estate	46	61	15	33	0.66	9.50	Postsecondary vocational award
13-2041	Credit analysts	10	10	0	0	--	--	Bachelor's degree
13-2051	Financial analysts	20	27	7	35	0.36	18.84	Bachelor's degree
13-2052	Personal financial advisors	52	71	19	37	0.45	7.24	Bachelor's degree
13-2053	Insurance underwriters	13	14	1	8	0.71	13.18	Bachelor's degree
13-2072	Loan officers	40	42	2	5	0.63	14.26	Bachelor's degree
13-2082	Tax preparers	14	11	-3	-21	0.70	8.61	Moderate-term on-the-job training
13-2099	Financial specialists, all other	14	13	-1	-7	0.57	16.23	Bachelor's degree
15-1021	Computer programmers	35	35	0	0	0.43	24.57	Bachelor's degree
15-1031	Computer software engineers, applications	11	15	4	36	0.12	21.64	Bachelor's degree
15-1041	Computer support specialists	36	42	6	17	0.39	16.54	Associate's degree
15-1051	Computer systems analysts	32	40	8	25	0.39	27.45	Bachelor's degree
15-1071	Network and computer systems administrators	19	24	5	26	0.37	27.99	Bachelor's degree
15-1081	Network systems and data communications analysts	14	21	7	50	0.31	28.95	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
17-1011	Architects, except landscape and naval	12	15	3	25	0.47	15.50	Bachelor's degree
17-1012	Landscape architects	11	14	3	27	0.95	12.15	Bachelor's degree
17-2041	Chemical engineers	20	13	-7	-35	3.99	51.40	Bachelor's degree
17-2051	Civil engineers	24	27	3	13	0.50	26.04	Bachelor's degree
17-2071	Electrical engineers	32	40	8	25	1.27	73.06	Bachelor's degree
17-2112	Industrial engineers	60	86	26	43	1.79	44.26	Bachelor's degree
17-2131	Materials engineers	12	13	1	8	3.31	39.82	Bachelor's degree
17-2141	Mechanical engineers	41	48	7	17	1.09	37.90	Bachelor's degree
17-2161	Nuclear engineers	21	27	6	29	4.57	63.71	Bachelor's degree
17-2199	Engineers, all other	10	12	2	20	0.37	36.20	Bachelor's degree
17-3023	Electrical and electronic engineering technicians	54	60	6	11	1.90	36.47	Associate's degree
17-3026	Industrial engineering technicians	13	17	4	31	1.08	21.00	Associate's degree
17-3029	Engineering technicians, except drafters, all other	13	15	2	15	1.01	44.23	Associate's degree
17-3031	Surveying and mapping technicians	13	14	1	8	0.91	24.22	Moderate-term on-the-job training
19-2031	Chemists	13	11	-2	-15	0.98	39.70	Bachelor's degree
19-3021	Market research analysts	13	15	2	15	0.29	20.86	Bachelor's degree
19-3031	Clinical, counseling, and school psychologists	23	29	6	26	0.80	18.83	Doctoral degree
19-4031	Chemical technicians	50	37	-13	-26	4.93	33.67	Associate's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
19-4051	Nuclear technicians	11	14	3	27	8.86	43.27	Associate's degree
21-1012	Educational, vocational, and school counselors	39	45	6	15	0.92	19.46	Master's degree
21-1015	Rehabilitation counselors	17	20	3	18	0.69	12.65	Master's degree
21-1021	Child, family, and school social workers	101	118	17	17	2.05	13.35	Bachelor's degree
21-1022	Medical and public health social workers	34	38	4	12	1.57	13.73	Bachelor's degree
21-1023	Mental health and substance abuse social workers	15	18	3	20	0.67	13.03	Master's degree
21-1029	Social workers, all other	23	27	4	17	1.86	14.41	Bachelor's degree
21-1093	Social and human service assistants	28	36	8	29	0.49	10.50	Moderate-term on-the-job training
21-2011	Clergy	56	55	-1	-2	1.38	6.22	Master's degree
21-2021	Directors, religious activities and education	21	21	0	0	1.40	6.07	Bachelor's degree
23-1011	Lawyers	57	79	22	39	0.41	23.35	First professional degree
23-2011	Paralegals and legal assistants	15	16	1	7	0.38	12.88	Associate's degree
25-1099	Postsecondary teachers	161	206	45	28	0.63	42.02	Doctoral degree
25-2011	Preschool teachers, except special education	44	46	2	5	0.53	7.19	Postsecondary vocational award
25-2012	Kindergarten teachers, except special education	42	47	5	12	1.35	22.39	Bachelor's degree
25-2021	Elementary school teachers, except special education	194	214	20	10	0.72	23.26	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	145	158	13	9	1.23	24.86	Bachelor's degree
25-2031	Secondary school teachers, except special and vocational education	116	120	4	3	0.64	25.13	Bachelor's degree
25-2032	Vocational education teachers, secondary school	25	25	0	0	1.40	46.86	Degree plus work experience
25-2041	Special education teachers, preschool, kindergarten, and elementary school	25	29	4	16	0.65	44.37	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
25-2042	Special education teachers, middle school	23	26	3	13	1.30	25.99	Bachelor's degree
25-2043	Special education teachers, secondary school	11	12	1	9	0.48	44.93	Bachelor's degree
25-3011	Adult literacy, remedial education, and GED teachers and instructors	10	11	1	10	--	--	Bachelor's degree
25-3021	Self-enrichment education teachers	27	31	4	15	0.62	13.44	Work experience in a related field
25-3099	Teachers and instructors, all other	45	49	4	9	0.40	10.54	Bachelor's degree
25-4021	Librarians	26	27	1	4	0.99	17.84	Master's degree
25-4031	Library technicians	13	15	2	15	0.67	8.68	Postsecondary vocational award
25-9031	Instructional coordinators	24	29	5	21	1.05	26.77	Master's degree
25-9041	Teacher assistants	220	233	13	6	0.95	9.42	Short-term on-the-job training
27-1023	Floral designers	16	12	-4	-25	0.99	9.40	Moderate-term on-the-job training
27-1024	Graphic designers	15	17	2	13	0.38	21.54	Bachelor's degree
27-2022	Coaches and scouts	18	20	2	11	0.55	17.96	Long-term on-the-job training
27-2041	Music directors and composers	16	18	2	13	0.60	5.98	Degree plus work experience
27-2042	Musicians and singers	28	30	2	7	0.76	7.25	Long-term on-the-job training
27-3031	Public relations specialists	23	29	6	26	0.54	16.15	Bachelor's degree
27-3043	Writers and authors	27	32	5	19	0.42	6.21	Bachelor's degree
27-3091	Interpreters and translators	12	11	-1	-8	0.53	12.25	Long-term on-the-job training
27-4021	Photographers	63	55	-8	-13	0.52	10.01	Long-term on-the-job training
29-1011	Chiropractors	16	18	2	13	1.70	18.61	First professional degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
29-1031	Dietitians and nutritionists	11	12	1	9	0.95	19.23	Bachelor's degree
29-1051	Pharmacists	51	74	23	45	1.26	47.18	First professional degree
29-1069	Physicians and surgeons	151	198	47	31	1.11	70.76	First professional degree
29-1111	Registered nurses	470	537	67	14	1.16	23.77	Associate's degree
29-1122	Occupational therapists	18	19	1	6	1.08	25.02	Master's degree
29-1123	Physical therapists	26	27	1	4	0.83	30.28	Master's degree
29-1126	Respiratory therapists	16	17	1	6	0.99	28.01	Associate's degree
29-1127	Speech-language pathologists	26	28	2	8	1.24	20.48	Master's degree
29-1131	Veterinarians	13	21	8	62	1.21	37.45	First professional degree
29-1199	Health diagnosing and treating practitioners, all other	14	18	4	29	0.89	19.27	Bachelor's degree
29-2011	Medical and clinical laboratory technologists	22	23	1	5	0.82	17.91	Bachelor's degree
29-2012	Medical and clinical laboratory technicians	23	26	3	13	0.93	11.31	Associate's degree
29-2021	Dental hygienists	16	18	2	13	0.56	21.26	Associate's degree
29-2031	Cardiovascular technologists and technicians	12	14	2	17	1.55	16.88	Associate's degree
29-2034	Radiologic technologists and technicians	40	45	5	13	1.24	19.86	Associate's degree
29-2041	Emergency medical technicians and paramedics	25	29	4	16	0.77	11.32	Postsecondary vocational award
29-2052	Pharmacy technicians	57	52	-5	-9	1.21	9.27	Moderate-term on-the-job training
29-2054	Respiratory therapy technicians	25	23	-2	-8	8.00	16.63	Associate's degree
29-2055	Surgical technologists	24	27	3	13	1.73	20.49	Postsecondary vocational award
29-2061	Licensed practical and licensed vocational nurses	174	187	13	7	1.43	15.51	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
29-2071	Medical records and health information technicians	31	37	6	19	1.13	10.06	Associate's degree
29-2081	Opticians, dispensing	11	10	-1	-9	0.83	13.78	Long-term on-the-job training
31-1011	Home health aides	268	390	122	46	1.92	8.00	Short-term on-the-job training
31-1012	Nursing aides, orderlies, and attendants	391	406	15	4	1.62	7.92	Postsecondary vocational award
31-1013	Psychiatric aides	25	36	11	44	1.17	6.08	Short-term on-the-job training
31-9091	Dental assistants	15	17	2	13	0.33	10.24	Moderate-term on-the-job training
31-9092	Medical assistants	53	76	23	43	0.76	8.58	Moderate-term on-the-job training
31-9094	Medical transcriptionists	22	26	4	18	1.37	12.68	Postsecondary vocational award
31-9095	Pharmacy aides	12	15	3	25	1.28	8.73	Short-term on-the-job training
31-9096	Veterinary assistants and laboratory animal caretakers	12	17	5	42	0.88	7.88	Short-term on-the-job training
31-9099	Healthcare support workers, all other	40	45	5	13	1.24	8.75	Short-term on-the-job training
33-2011	Fire fighters	30	34	4	13	0.64	9.55	Long-term on-the-job training
33-3012	Correctional officers and jailers	27	32	5	19	0.39	12.12	Moderate-term on-the-job training
33-3021	Detectives and criminal investigators	20	24	4	20	1.18	16.33	Work experience in a related field
33-3051	Police and sheriff's patrol officers	63	71	8	13	0.60	14.63	Long-term on-the-job training
33-9032	Security guards	231	273	42	18	1.35	12.52	Short-term on-the-job training
33-9092	Lifeguards, ski patrol, and other recreational protective service workers	12	13	1	8	0.62	8.53	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
35-1011	Chefs and head cooks	19	20	1	5	0.90	11.61	Work experience in a related field
35-1012	First-line supervisors/managers of food preparation and serving workers	127	140	13	10	0.89	9.87	Work experience in a related field
35-2011	Cooks, fast food	196	210	14	7	1.89	6.03	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	83	87	4	5	1.22	6.53	Moderate-term on-the-job training
35-2014	Cooks, restaurant	71	63	-8	-11	0.51	6.95	Long-term on-the-job training
35-2015	Cooks, short order	46	43	-3	-7	1.37	6.34	Short-term on-the-job training
35-2021	Food preparation workers	210	211	1	0	1.41	12.21	Short-term on-the-job training
35-3011	Bartenders	28	28	0	0	0.32	6.54	Short-term on-the-job training
35-3021	Combined food preparation and serving workers, including fast food	283	325	42	15	0.69	6.11	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	51	56	5	10	0.58	7.76	Short-term on-the-job training
35-3031	Waiters and waitresses	186	167	-19	-10	0.48	5.91	Short-term on-the-job training
35-3041	Food servers, nonrestaurant	16	17	1	6	0.53	7.70	Short-term on-the-job training
35-9011	Dining room and cafeteria attendants and bartender helpers	28	27	-1	-4	0.41	6.43	Short-term on-the-job training
35-9021	Dishwashers	53	48	-5	-9	0.62	6.08	Short-term on-the-job training
35-9031	Hosts and hostesses, restaurant, lounge, and coffee shop	30	26	-4	-13	0.51	6.18	Short-term on-the-job training
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	111	158	47	42	1.77	12.74	Work experience in a related field
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	25	32	7	28	0.99	11.14	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	1,033	1,487	454	44	2.72	7.85	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
37-2012	Maids and housekeeping cleaners	388	490	102	26	1.30	6.47	Short-term on-the-job training
37-2019	Building cleaning workers, all other	84	121	37	44	1.04	9.87	Short-term on-the-job training
37-2021	Pest control workers	33	52	19	58	2.08	14.42	Moderate-term on-the-job training
37-3011	Landscaping and groundskeeping workers	151	166	15	10	0.88	7.15	Short-term on-the-job training
37-3012	Pesticide handlers, sprayers, and applicators, vegetation	29	43	14	48	1.73	6.24	Moderate-term on-the-job training
37-3013	Tree trimmers and pruners	28	41	13	46	1.60	6.19	Short-term on-the-job training
37-3019	Grounds maintenance workers, all other	29	43	14	48	1.79	6.03	Short-term on-the-job training
39-1021	First-line supervisors/managers of personal service workers	46	37	-9	-20	1.14	10.93	Work experience in a related field
39-2011	Animal trainers	26	24	-2	-8	1.66	7.47	Moderate-term on-the-job training
39-2021	Nonfarm animal caretakers	61	40	-21	-34	0.99	6.42	Short-term on-the-job training
39-3091	Amusement and recreation attendants	19	21	2	11	0.47	6.97	Short-term on-the-job training
39-4021	Funeral attendants	28	34	6	21	5.37	7.88	Short-term on-the-job training
39-5012	Hairdressers, hairstylists, and cosmetologists	89	40	-49	-55	0.96	7.56	Postsecondary vocational award
39-9011	Child care workers	323	377	54	17	1.20	5.85	Short-term on-the-job training
39-9021	Personal and home care aides	195	297	102	52	1.37	6.83	Short-term on-the-job training
39-9031	Fitness trainers and aerobics instructors	42	44	2	5	0.98	7.35	Postsecondary vocational award
39-9032	Recreation workers	36	38	2	6	0.62	7.48	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
41-1011	First-line supervisors/managers of retail sales workers	491	551	60	12	1.34	15.87	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	113	140	27	24	0.74	21.00	Work experience in a related field
41-2011	Cashiers, except gaming	681	686	5	1	1.17	7.22	Short-term on-the-job training
41-2021	Counter and rental clerks	81	97	16	20	1.02	7.06	Short-term on-the-job training
41-2022	Parts salespersons	66	63	-3	-5	1.69	9.73	Moderate-term on-the-job training
41-2031	Retail salespersons	649	746	97	15	0.79	9.79	Short-term on-the-job training
41-3021	Insurance sales agents	117	134	17	15	0.98	10.23	Bachelor's degree
41-3031	Securities, commodities, and financial services sales agents	28	38	10	36	0.25	8.41	Bachelor's degree
41-3099	Sales representatives, services, all other	53	70	17	32	0.45	11.16	Moderate-term on-the-job training
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	46	56	10	22	0.54	58.92	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	250	290	40	16	0.93	35.79	Moderate-term on-the-job training
41-9011	Demonstrators and product promoters	10	13	3	30	--	--	Moderate-term on-the-job training
41-9021	Real estate brokers	151	217	66	44	0.54	6.07	Work experience in a related field
41-9022	Real estate sales agents	169	233	64	38	0.56	7.02	Postsecondary vocational award
41-9091	Door-to-door sales workers, news and street vendors, and related workers	195	264	69	35	1.06	5.88	Short-term on-the-job training
41-9099	Sales and related workers, all other	37	45	8	22	0.63	8.29	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
43-1011	First-line supervisors/managers of office and administrative support workers	237	258	21	9	0.95	20.72	Work experience in a related field
43-2011	Switchboard operators, including answering service	26	25	-1	-4	0.88	9.49	Short-term on-the-job training
43-3011	Bill and account collectors	60	76	16	27	0.83	12.63	Short-term on-the-job training
43-3021	Billing and posting clerks and machine operators	116	124	8	7	1.30	13.82	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	308	345	37	12	0.83	13.47	Moderate-term on-the-job training
43-3051	Payroll and timekeeping clerks	45	46	1	2	1.29	15.30	Moderate-term on-the-job training
43-3061	Procurement clerks	11	12	1	9	0.88	19.29	Short-term on-the-job training
43-3071	Tellers	121	140	19	16	1.18	11.32	Short-term on-the-job training
43-4011	Brokerage clerks	11	12	1	9	0.88	8.32	Moderate-term on-the-job training
43-4031	Court, municipal, and license clerks	18	21	3	17	1.02	14.01	Short-term on-the-job training
43-4051	Customer service representatives	229	289	60	26	0.62	19.65	Moderate-term on-the-job training
43-4071	File clerks	22	15	-7	-32	0.55	7.54	Short-term on-the-job training
43-4081	Hotel, motel, and resort desk clerks	17	17	0	0	0.47	9.11	Short-term on-the-job training
43-4111	Interviewers, except eligibility and loan	34	36	2	6	0.85	9.18	Short-term on-the-job training
43-4131	Loan interviewers and clerks	55	49	-6	-11	1.27	11.61	Short-term on-the-job training
43-4141	New accounts clerks	25	21	-4	-16	1.81	14.84	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
43-4151	Order clerks	21	17	-4	-19	0.48	16.99	Short-term on-the-job training
43-4161	Human resources assistants, except payroll and timekeeping	38	45	7	18	1.39	17.17	Short-term on-the-job training
43-4171	Receptionists and information clerks	176	200	24	14	0.90	8.46	Short-term on-the-job training
43-4181	Reservation and transportation ticket agents and travel clerks	11	11	0	0	0.39	14.81	Short-term on-the-job training
43-4199	Information and record clerks, all other	18	17	-1	-6	0.47	10.66	Short-term on-the-job training
43-5031	Police, fire, and ambulance dispatchers	16	19	3	19	0.97	12.42	Moderate-term on-the-job training
43-5032	Dispatchers, except police, fire, and ambulance	38	41	3	8	1.20	18.30	Moderate-term on-the-job training
43-5041	Meter readers, utilities	13	13	0	0	1.72	37.47	Short-term on-the-job training
43-5052	Postal service mail carriers	45	47	2	4	0.81	18.54	Short-term on-the-job training
43-5053	Postal service mail sorters, processors, and processing machine operators	32	31	-1	-3	0.96	17.85	Short-term on-the-job training
43-5061	Production, planning, and expediting clerks	52	62	10	19	1.08	24.90	Short-term on-the-job training
43-5071	Shipping, receiving, and traffic clerks	117	132	15	13	0.92	15.47	Short-term on-the-job training
43-5081	Stock clerks and order fillers	187	178	-9	-5	0.65	10.74	Short-term on-the-job training
43-5111	Weighers, measurers, checkers, and samplers, recordkeeping	38	35	-3	-8	2.86	13.58	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	190	214	24	13	0.68	16.93	Moderate-term on-the-job training
43-6012	Legal secretaries	44	44	0	0	0.73	12.13	Postsecondary vocational award
43-6013	Medical secretaries	83	99	16	19	1.03	10.89	Postsecondary vocational award

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43-6014	Secretaries, except legal, medical, and executive	323	322	-1	0	0.97	11.73	Moderate-term on-the-job training
43-9011	Computer operators	14	11	-3	-21	0.62	17.80	Moderate-term on-the-job training
43-9021	Data entry keyers	48	43	-5	-10	0.82	9.62	Moderate-term on-the-job training
43-9022	Word processors and typists	17	21	4	24	0.52	10.14	Moderate-term on-the-job training
43-9041	Insurance claims and policy processing clerks	19	20	1	5	0.44	12.30	Moderate-term on-the-job training
43-9061	Office clerks, general	390	435	45	12	0.72	10.11	Short-term on-the-job training
43-9199	Office and administrative support workers, all other	22	23	1	5	0.42	11.16	Short-term on-the-job training
45-2041	Graders and sorters, agricultural products	52	52	0	0	5.36	9.21	Work experience in a related field
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	39	47	8	21	0.78	9.44	Short-term on-the-job training
45-4022	Logging equipment operators	14	10	-4	-29	--	--	Moderate-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	168	171	3	2	0.94	19.29	Work experience in a related field
47-2021	Brickmasons and blockmasons	17	13	-4	-24	0.63	16.53	Long-term on-the-job training
47-2031	Carpenters	225	241	16	7	0.78	13.37	Long-term on-the-job training
47-2044	Tile and marble setters	12	13	1	8	0.87	12.27	Long-term on-the-job training
47-2051	Cement masons and concrete finishers	27	28	1	4	0.68	11.31	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
47-2061	Construction laborers	204	199	-5	-2	0.86	11.24	Moderate-term on-the-job training
47-2071	Paving, surfacing, and tamping equipment operators	28	23	-5	-18	2.52	13.18	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	83	78	-5	-6	1.16	14.94	Moderate-term on-the-job training
47-2081	Drywall and ceiling tile installers	14	16	2	14	0.46	11.58	Moderate-term on-the-job training
47-2111	Electricians	117	101	-16	-14	0.94	22.97	Long-term on-the-job training
47-2141	Painters, construction and maintenance	101	95	-6	-6	1.07	11.26	Moderate-term on-the-job training
47-2151	Pipelayers	17	18	1	6	0.91	13.23	Moderate-term on-the-job training
47-2152	Plumbers, pipefitters, and steamfitters	48	60	12	25	0.57	18.80	Long-term on-the-job training
47-2181	Roofers	39	37	-2	-5	1.21	12.32	Moderate-term on-the-job training
47-2211	Sheet metal workers	48	63	15	31	1.48	10.29	Long-term on-the-job training
47-3012	Helpers, carpenters	31	24	-7	-23	1.70	10.73	Short-term on-the-job training
47-3015	Helpers, pipelayers, plumbers, pipefitters, and steamfitters	10	12	2	20	0.72	11.57	Short-term on-the-job training
47-4011	Construction and building inspectors	12	15	3	25	0.55	17.10	Work experience in a related field
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	117	129	12	10	1.50	34.35	Work experience in a related field
49-2011	Computer, automated teller, and office machine repairers	18	21	3	17	0.58	9.25	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
49-2022	Telecommunications equipment installers and repairers, except line installers	44	38	-6	-14	1.24	14.66	Long-term on-the-job training
49-2095	Electrical and electronics repairers, powerhouse, substation, and relay	20	23	3	15	5.50	61.80	Postsecondary vocational award
49-3011	Aircraft mechanics and service technicians	10	12	2	20	--	--	Postsecondary vocational award
49-3021	Automotive body and related repairers	74	67	-7	-9	2.30	11.46	Long-term on-the-job training
49-3023	Automotive service technicians and mechanics	148	171	23	16	1.07	12.65	Postsecondary vocational award
49-3031	Bus and truck mechanics and diesel engine specialists	67	75	8	12	1.45	15.07	Postsecondary vocational award
49-3042	Mobile heavy equipment mechanics, except engines	19	19	0	0	0.91	20.39	Postsecondary vocational award
49-9012	Control and valve installers and repairers, except mechanical door	38	47	9	24	5.43	40.42	Moderate-term on-the-job training
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	41	54	13	32	0.75	14.80	Long-term on-the-job training
49-9031	Home appliance repairers	13	14	1	8	0.97	8.25	Long-term on-the-job training
49-9041	Industrial machinery mechanics	133	181	48	36	3.08	27.02	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	434	495	61	14	1.85	21.98	Moderate-term on-the-job training
49-9043	Maintenance workers, machinery	26	31	5	19	1.93	27.14	Short-term on-the-job training
49-9044	Millwrights	21	19	-2	-10	2.37	24.60	Long-term on-the-job training
49-9051	Electrical power-line installers and repairers	45	56	11	24	2.36	68.23	Long-term on-the-job training
49-9052	Telecommunications line installers and repairers	19	17	-2	-11	0.64	16.12	Long-term on-the-job training
49-9098	Helpers--Installation, maintenance, and repair workers	50	58	8	16	1.87	16.38	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
49-9099	Installation, maintenance, and repair workers, all other	13	16	3	23	0.51	22.68	Moderate-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	325	386	61	19	2.78	33.08	Work experience in a related field
51-2041	Structural metal fabricators and fitters	18	24	6	33	1.04	20.79	Moderate-term on-the-job training
51-2091	Fiberglass laminators and fabricators	25	47	22	88	3.79	27.89	Moderate-term on-the-job training
51-2092	Team assemblers	362	434	72	20	1.74	18.18	Moderate-term on-the-job training
51-2099	Assemblers and fabricators, all other	49	54	5	10	1.01	17.65	Moderate-term on-the-job training
51-3021	Butchers and meat cutters	27	22	-5	-19	1.24	9.70	Long-term on-the-job training
51-3023	Slaughterers and meat packers	20	24	4	20	1.02	9.05	Moderate-term on-the-job training
51-4011	Computer-controlled machine tool operators, metal and plastic	16	25	9	56	0.69	17.62	Moderate-term on-the-job training
51-4021	Extruding and drawing machine setters, operators, and tenders, metal and plastic	27	31	4	15	1.72	19.52	Moderate-term on-the-job training
51-4023	Rolling machine setters, operators, and tenders, metal and plastic	24	19	-5	-21	4.11	17.59	Moderate-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	71	77	6	8	1.58	15.05	Moderate-term on-the-job training
51-4032	Drilling and boring machine tool setters, operators, and tenders, metal and plastic	17	22	5	29	2.46	14.96	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
51-4033	Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	29	42	13	45	1.75	16.82	Moderate-term on-the-job training
51-4034	Lathe and turning machine tool setters, operators, and tenders, metal and plastic	21	24	3	14	1.91	18.49	Moderate-term on-the-job training
51-4035	Milling and planing machine setters, operators, and tenders, metal and plastic	12	13	1	8	2.48	19.25	Moderate-term on-the-job training
51-4041	Machinists	255	363	108	42	3.98	17.44	Long-term on-the-job training
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	58	96	38	66	2.26	15.91	Moderate-term on-the-job training
51-4081	Multiple machine tool setters, operators, and tenders, metal and plastic	25	36	11	44	1.57	17.23	Moderate-term on-the-job training
51-4111	Tool and die makers	15	20	5	33	0.91	28.21	Long-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	160	225	65	41	2.40	16.09	Long-term on-the-job training
51-4122	Welding, soldering, and brazing machine setters, operators, and tenders	17	23	6	35	1.42	24.39	Moderate-term on-the-job training
51-4191	Heat treating equipment setters, operators, and tenders, metal and plastic	14	14	0	0	3.19	17.49	Moderate-term on-the-job training
51-5023	Printing machine operators	88	95	7	8	2.63	13.99	Moderate-term on-the-job training
51-6011	Laundry and dry-cleaning workers	48	56	8	17	1.07	7.08	Moderate-term on-the-job training
51-6021	Pressers, textile, garment, and related materials	44	46	2	5	3.38	8.81	Short-term on-the-job training
51-6031	Sewing machine operators	71	104	33	46	1.75	14.52	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
51-6051	Sewers, hand	11	13	2	18	0.96	8.04	Short-term on-the-job training
51-6052	Tailors, dressmakers, and custom sewers	10	13	3	30	--	--	Long-term on-the-job training
51-6061	Textile bleaching and dyeing machine operators and tenders	71	76	5	7	21.20	11.67	Moderate-term on-the-job training
51-6062	Textile cutting machine setters, operators, and tenders	17	26	9	53	5.10	14.68	Moderate-term on-the-job training
51-6063	Textile knitting and weaving machine setters, operators, and tenders	92	294	202	220	13.64	13.90	Long-term on-the-job training
51-6064	Textile winding, twisting, and drawing out machine setters, operators, and tenders	102	164	62	61	13.62	12.32	Moderate-term on-the-job training
51-6091	Extruding and forming machine setters, operators, and tenders, synthetic and glass fibers	12	12	0	0	3.96	19.01	Moderate-term on-the-job training
51-6093	Upholsterers	10	12	2	20	--	--	Long-term on-the-job training
51-6099	Textile, apparel, and furnishings workers, all other	14	17	3	21	3.61	13.27	Short-term on-the-job training
51-7011	Cabinetmakers and bench carpenters	21	21	0	0	0.88	15.12	Long-term on-the-job training
51-7041	Sawing machine setters, operators, and tenders, wood	26	26	0	0	2.35	16.25	Moderate-term on-the-job training
51-7042	Woodworking machine setters, operators, and tenders, except sawing	65	64	-1	-2	3.92	7.89	Moderate-term on-the-job training
51-8013	Power plant operators	39	49	10	26	6.77	48.03	Long-term on-the-job training
51-8031	Water and liquid waste treatment plant and system operators	28	32	4	14	1.58	13.11	Long-term on-the-job training
51-8091	Chemical plant and system operators	29	14	-15	-52	3.23	31.63	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
51-9011	Chemical equipment operators and tenders	71	46	-25	-35	8.38	29.25	Moderate-term on-the-job training
51-9012	Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders	28	24	-4	-14	3.90	22.37	Moderate-term on-the-job training
51-9023	Mixing and blending machine setters, operators, and tenders	29	27	-2	-7	1.25	22.10	Moderate-term on-the-job training
51-9032	Cutting and slicing machine setters, operators, and tenders	20	24	4	20	1.57	13.97	Moderate-term on-the-job training
51-9041	Extruding, forming, pressing, and compacting machine setters, operators, and tenders	27	29	2	7	1.97	18.43	Moderate-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	257	299	42	16	3.14	17.44	Moderate-term on-the-job training
51-9111	Packaging and filling machine operators and tenders	49	52	3	6	0.77	12.60	Short-term on-the-job training
51-9121	Coating, painting, and spraying machine setters, operators, and tenders	72	80	8	11	4.08	16.97	Moderate-term on-the-job training
51-9196	Paper goods machine setters, operators, and tenders	309	353	44	14	16.43	18.25	Moderate-term on-the-job training
51-9197	Tire builders	13	10	-3	-23	3.39	10.53	Moderate-term on-the-job training
51-9198	Helpers--Production workers	471	556	85	18	5.25	10.02	Short-term on-the-job training
51-9199	Production workers, all other	55	58	3	5	1.13	19.29	Moderate-term on-the-job training
53-1021	First-line supervisors/managers of helpers, laborers, and material movers, hand	39	44	5	13	1.29	27.06	Work experience in a related field
53-1031	First-line supervisors/managers of transportation and material-moving machine and vehicle operators	43	49	6	14	1.13	25.45	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
53-2012	Commercial pilots	10	10	0	0	--	--	Postsecondary vocational award
53-3011	Ambulance drivers and attendants, except emergency medical technicians	14	15	1	7	3.92	8.28	Moderate-term on-the-job training
53-3021	Bus drivers, transit and intercity	14	18	4	29	0.40	5.85	Moderate-term on-the-job training
53-3022	Bus drivers, school	79	88	9	11	0.99	8.19	Short-term on-the-job training
53-3031	Driver/sales workers	156	184	28	18	1.50	12.16	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	488	568	80	16	1.54	16.30	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	257	298	41	16	1.31	11.49	Short-term on-the-job training
53-3041	Taxi drivers and chauffeurs	19	21	2	11	0.37	6.77	Short-term on-the-job training
53-7011	Conveyor operators and tenders	14	13	-1	-7	1.72	17.38	Short-term on-the-job training
53-7021	Crane and tower operators	14	12	-2	-14	1.82	24.93	Long-term on-the-job training
53-7032	Excavating and loading machine and dragline operators	12	12	0	0	0.98	16.64	Moderate-term on-the-job training
53-7051	Industrial truck and tractor operators	168	172	4	2	1.58	18.60	Short-term on-the-job training
53-7061	Cleaners of vehicles and equipment	54	61	7	13	0.91	9.95	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	603	610	7	1	1.49	11.61	Short-term on-the-job training
53-7063	Machine feeders and offbearers	91	93	2	2	3.69	13.91	Short-term on-the-job training
53-7064	Packers and packagers, hand	166	154	-12	-7	1.19	10.46	Short-term on-the-job training
53-7081	Refuse and recyclable material collectors	22	25	3	14	0.89	11.39	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
		28,613	32,793	4,180	15		16.99	

at least 1.25 greater than \$16.99

Source: EMSI

Appendix B: Businesses by 3-Digit NAICS Codes

Darlington County								
Industry	NAICS Code	Change						
		2002	2007	Average Size	#	%	SC % change	US % change
Crop Production	111	21	19	7	-2	-9.5	-17.6	-9.3
Animal Production	112	3	3		0	0.0	-19.2	5.0
Forestry and Logging	113	6	3		-3	-50.0	-26.0	-15.2
Support Activities for Agriculture and Forestry	115	7	6	4	-1	-14.3	-13.0	1.8
Construction of Buildings	236	33	32	6	-1	-3.0	-0.4	15.4
Heavy and Civil Engineering Construction	237	15	14	19	-1	-6.7	-2.0	-2.3
Specialty Trade Contractors	238	90	67	8	-23	-25.6	-6.4	12.9
Food Manufacturing	311	6	7	13	1	16.7	-13.3	-3.3
Textile Mills	313	7	2		-5	-71.4	-34.0	-26.7
Wood Product Manufacturing	321	4	3	116	-1	-25.0	-6.4	-5.7
Printing and Related Support Activities	323	3	2		-1	-33.3	-15.0	-12.3
Primary Metal Manufacturing	331	5	3		-2	-40.0	1.0	-5.4
Fabricated Metal Product Manufacturing	332	13	13	44	0	0.0	-6.1	-3.0
Machinery Manufacturing	333	5	3	7	-2	-40.0	-23.7	-11.1
Transportation Equipment Manufacturing	336	4	4		0	0.0	4.9	-1.1
Miscellaneous Manufacturing	339	4	3	4	-1	-25.0	9.5	-0.9
Merchant Wholesalers, Durable Goods	423	32	34	18	2	6.3	0.6	-5.6
Merchant Wholesalers, Nondurable Goods	424	19	22	10	3	15.8	-5.0	-3.5
Wholesale Electronic Markets and Agents and Brokers	425	6	4	4	-2	-33.3	31.7	38.3
Motor Vehicle and Parts Dealers	441	59	44	8	-15	-25.4	-11.6	2.2
Furniture and Home Furnishings Stores	442	12	15	6	3	25.0	-11.3	3.8
Electronics and Appliance Stores	443	13	9	4	-4	-30.8	-16.7	-4.7
Building Material and Garden Equipment and Supplies Dealers	444	25	15	10	-10	-40.0	-8.8	0.9
Food and Beverage Stores	445	37	24	19	-13	-35.1	-18.2	-0.5
Health and Personal Care Stores	446	16	17	12	1	6.3	9.1	10.2
Gasoline Stations	447	39	32	6	-7	-17.9	-2.8	-1.9
Clothing and Clothing Accessories Stores	448	22	20	6	-2	-9.1	-5.3	4.6

Darlington County								
Industry	NAICS Code	2002	2007	Average Size	Change		SC % change	US % change
					#	%		
Sporting Goods, Hobby, Book, and Music Stores	451	10	9	4	-1	-10.0	-11.1	-6.5
General Merchandise Stores	452	15	19	30	4	26.7	17.5	13.3
Miscellaneous Store Retailers	453	37	19	4	-18	-48.6	-23.9	-8.6
Nonstore Retailers	454	7	4	2	-3	-42.9	-17.9	11.9
Truck Transportation	484	41	42	8	1	2.4	-5.1	5.4
Credit Intermediation and Related Activities	522	63	60	8	-3	-4.8	12.2	23.8
Real Estate	531	22	19	3	-3	-13.6	18.8	23.8
Rental and Leasing Services	532	11	8		-3	-27.3	-8.3	1.7
Professional, Scientific, and Technical Services	541	71	66	4	-5	-7.0	2.1	14.3
Management of Companies and Enterprises	551	6	4	69	-2	-33.3	74.2	29.1
Administrative and Support Services	561	60	53	28	-7	-11.7	2.2	13.0
Waste Management and Remediation Services	562	4	4	5	0	0.0	3.9	15.6
Ambulatory Health Care Services	621	54	54	13	0	0.0	7.4	13.3
Nursing and Residential Care Facilities	623	7	7	75	0	0.0	0.4	8.8
Social Assistance	624	22	20	17	-2	-9.1	-5.0	29.4
Amusement, Gambling, and Recreation Industries	713	20	17		-3	-15.0	-14.4	12.9
Accommodation	721	7	7	8	0	0.0	-3.4	3.5
Food Services and Drinking Places	722	80	70	16	-10	-12.5	-0.2	12.2
Repair and Maintenance	811	57	43	4	-14	-24.6	-18.3	-0.4
Personal and Laundry Services	812	27	21	7	-6	-22.2	-2.4	7.2
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	8	7	4	-1	-12.5	-2.0	3.3
Private Households	814	61	38	1	-23	-37.7	4.6	24.9

growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

Appendix C: Darlington County Employment by Industry Sector

Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Total		21,844	20,646	-1,198	-5.5			38,065	15%

6 star sectors									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Fabricated Metal Product Manufacturing	332	327	573	246	75.2	2.40	243	38,824	A

5 star sectors									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Merchant Wholesalers, Durable Goods	423	420	602	182	43.3	1.26	165	26,590	A
Merchant Wholesalers, Nondurable Goods	424	143	219	76	53.1	0.70	73	55,825	A
Truck Transportation	484	227	323	96	42.3	1.46	79	27,221	A

4 star sectors									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Health and Personal Care Stores	446	159	198	39	24.5	1.30	28	30,619	AA
Administrative and Support Services	561	1200	1498	298	24.8	1.21	171	26,075	AA
Ambulatory Health Care Services	621	610	706	96	15.7	0.84	-13	47,925	AA
Nursing and Residential Care Facilities	623	463	527	64	13.8	1.17	29	22,079	A
Social Assistance	624	120	331	211	175.8	0.95	189	13,500	AA

3 star or fewer sectors									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Food Manufacturing	311	75	90	15	20.0	0.40	18	45,421	BA

3 star or fewer sectors		Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
Industry	NAICS code	2002	2007	#	%				
Sporting Goods, Hobby, Book, and Music Stores	451	23	32	9	39.1	0.32	9	14,467	A
Real Estate	531	36	51	15	41.7	0.22	11	26,246	AA
Waste Management and Remediation Services	562	12	19	7	58.3	0.35	6	26,104	AA
Support Activities for Agriculture and Forestry	115	18	22	4	22.2	0.43	3	30,770	BA
Wood Product Manufacturing	321	353	348	-5	-1.4	4.41	21	33,107	BA
Motor Vehicle and Parts Dealers	441	318	336	18	5.7	1.15	13	27,318	BA
Furniture and Home Furnishings Stores	442	68	93	25	36.8	1.06	21	19,582	BA
Gasoline Stations	447	200	178	-22	-11.0	1.35	-14	16,767	A
General Merchandise Stores	452	528	562	34	6.4	1.21	-5	17,306	A
Construction of Buildings	236	403	199	-204	-50.6	0.73	-256	65,437	BA
Heavy and Civil Engineering Construction	237	477	271	-206	-43.2	1.79	-238	35,214	BA
Machinery Manufacturing	333	57	22	-35	-61.4	0.12	-33	32,902	A
Wholesale Electronic Markets and Agents and Brokers	425	46	17	-29	-63.0	0.13	-44	63,559	D
Electronics and Appliance Stores	443	53	37	-16	-30.2	0.44	-18	23,848	A
Nonstore Retailers	454	44	7	-37	-84.1	0.11	-36	44,065	BA
Credit Intermediation and Related Activities	522	450	452	2	0.4	1.03	-31	33,640	BA
Professional, Scientific, and Technical Services	541	428	275	-153	-35.7	0.23	-216	34,226	A
Management of Companies and Enterprises	551	301	277	-24	-8.0	0.98	-50	26,990	AA
Accommodation	721	65	58	-7	-10.8	0.20	-10	11,695	A
Food Services and Drinking Places	722	1077	1112	35	3.2	0.76	-105	11,282	BA
Repair and Maintenance	811	364	182	-182	-50.0	0.95	-185	26,791	A
Specialty Trade Contractors	238	641	521	-120	-18.7	0.70	-214	28,360	BA
Miscellaneous Manufacturing	339	13	11	-2	-15.4	0.11	-1	27,941	BA
Building Material and Garden Equipment and Supplies Dealers	444	183	157	-26	-14.2	0.78	-46	19,809	BA
Food and Beverage Stores	445	514	448	-66	-12.8	1.02	-62	15,498	BA
Clothing and Clothing Accessories Stores	448	123	119	-4	-3.3	0.52	-21	12,647	BA

Miscellaneous Store Retailers	453	145	70	-75	-51.7	0.52	-61	16,059	BA
Personal and Laundry Services	812	154	152	-2	-1.3	0.76	-8	17,451	D
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	30	29	-1	-3.3	0.14	-2	11,884	BA
Private Households	814	61	44	-17	-27.9	0.52	-30	11,654	BA

Methodology and Sourcing

Projected Growth Grading Scale:

AA=above average

A=average

BA=below average

D=decline

Sectors are rated on 6 factors: 2002-2007 employment growth, 2002-2007 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

Stars are based on: 2002-2007 employment growth of 50 or more, 2002-2007 employment growth rate greater than 0% (since total employment in Darlington County declined), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$38,065 (2007 average for all jobs in Darlington County), and average or above average projected growth.

Location Quotient: percentage of employment in the sector in Darlington County divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in Darlington County; based on 2007 data.

Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in Darlington County after accounting for overall US employment growth and growth/decline in the sector in the US.

Source: Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.



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